

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3300003: revalidatiecentra

Inwerkingtreding 01/06/2016 (Laatst bewerkt 27/06/2016)

Met uitzondering van de revalidatiecentra die een dienst uitmaken van een ziekenhuis of een opvoedingsinstelling en als dusdanig onder de beheersverantwoordelijkheid van dit ziekenhuis of opvoedingsinstelling vallen.

Deze sub-sector is geen officieel Paritair Subcomité. De loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 330).

### 1. UURSTELSEL (op weekbasis): 38u

#### 1.1. : Werknemers die in hoofdzaak handenarbeid verrichten

De bestaande jongerenlonen werden vanaf 01/01/2009 afgeschaft. Dit heeft als gevolg dat de CAO 50 van de NAR betreffende de waarborg van een gemiddeld minimum maandinkomen voor werknemers onder de 21 jaar, niet van toepassing is voor de sectorale minimumlonen (de CAO 50 is desgevallend nog van toepassing voor de studenten). NAR-CAO 43 betreffende het gewaarborgd gemiddeld minimum maandinkomen (GGMMI) is wel van kracht.

#### 1.1.1. : Uurloon met standplaatstoelage

| ANCIENNETEIT | LOONSCHAAL  |             |             |             |             |             |             |             |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|              | 1.12        | 1.14        | 1.22        | 1.26        | 1.30        | 1.40        | 1.54        | 1.59        |
| 0            | 10.581<br>5 | 10.751<br>1 | 11.342<br>1 | 11.564<br>4 | 14.798<br>7 | 12.590<br>7 | 13.718<br>9 | 14.525<br>2 |
| 1            | 11.442<br>7 | 11.442<br>7 | 12.232<br>6 | 12.454<br>9 | 12.794<br>3 | 13.521<br>0 | 14.649<br>3 | 15.306<br>4 |
| 2            | 11.501<br>3 | 11.749<br>9 | 12.343<br>7 | 12.572<br>0 | 12.911<br>4 | 13.521<br>0 | 14.649<br>3 | 15.306<br>4 |
| 3            | 11.559<br>8 | 11.858<br>2 | 12.454<br>9 | 12.689<br>1 | 13.028<br>4 | 13.595<br>1 | 14.872<br>5 | 15.529<br>4 |
| 4            | 11.618<br>3 | 11.966<br>5 | 12.566<br>0 | 12.806<br>1 | 13.145<br>5 | 13.595<br>1 | 14.872<br>5 | 15.529<br>4 |
| 5            | 11.676<br>9 | 12.074<br>7 | 12.677<br>2 | 12.923<br>2 | 13.262<br>5 | 13.818<br>3 | 15.095<br>9 | 15.752<br>7 |
| 6            | 11.735<br>4 | 12.183<br>0 | 12.788<br>4 | 13.040<br>2 | 13.379<br>6 | 13.818<br>3 | 15.095<br>9 | 15.752<br>7 |
| 7            | 11.793<br>9 | 12.291<br>3 | 12.899<br>5 | 13.157<br>3 | 13.496<br>6 | 14.041<br>5 | 15.296<br>2 | 15.976<br>0 |
| 8            | 11.852<br>5 | 12.399<br>6 | 13.010<br>6 | 13.274<br>3 | 13.585<br>4 | 14.041<br>5 | 15.296<br>2 | 15.976<br>0 |
| 9            | 11.911<br>0 | 12.507<br>8 | 13.121<br>8 | 13.391<br>4 | 13.594<br>1 | 14.264<br>9 | 15.393<br>1 | 16.200<br>9 |
| 10           | 12.271<br>4 | 12.920<br>5 | 13.577<br>5 | 13.701<br>2 | 14.058<br>5 | 14.562<br>5 | 15.690<br>8 | 16.504<br>5 |
| 11           | 12.329<br>9 | 13.052<br>2 | 13.592<br>8 | 13.841<br>5 | 14.176<br>5 | 14.860<br>2 | 15.988<br>5 | 16.808<br>1 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 12 | 12.388<br>5 | 13.183<br>8 | 13.697<br>3 | 13.982<br>0 | 14.316<br>9 | 14.860<br>2 | 15.988<br>5 | 16.808<br>1 |
| 13 | 12.447<br>0 | 13.315<br>4 | 13.831<br>8 | 14.122<br>4 | 14.457<br>3 | 15.157<br>9 | 16.289<br>4 | 17.111<br>6 |
| 14 | 12.505<br>6 | 13.447<br>1 | 13.966<br>4 | 14.262<br>8 | 14.597<br>7 | 15.157<br>9 | 16.289<br>4 | 17.111<br>6 |
| 15 | 12.564<br>1 | 13.578<br>7 | 14.101<br>0 | 14.403<br>2 | 14.738<br>1 | 15.306<br>4 | 16.593<br>0 | 17.415<br>2 |
| 16 | 12.622<br>6 | 13.592<br>6 | 14.235<br>6 | 14.543<br>6 | 14.878<br>5 | 15.306<br>4 | 16.593<br>0 | 17.415<br>2 |
| 17 | 12.681<br>2 | 13.692<br>6 | 14.370<br>2 | 14.684<br>0 | 15.018<br>9 | 15.603<br>9 | 16.896<br>5 | 17.718<br>8 |
| 18 | 12.739<br>7 | 13.824<br>2 | 14.504<br>8 | 14.824<br>4 | 15.159<br>3 | 15.603<br>9 | 16.896<br>5 | 17.718<br>8 |
| 19 | 12.798<br>2 | 13.955<br>8 | 14.639<br>4 | 14.964<br>8 | 15.294<br>7 | 15.901<br>6 | 17.200<br>1 | 18.022<br>4 |
| 20 | 12.856<br>8 | 14.087<br>4 | 14.774<br>0 | 15.105<br>2 | 15.305<br>2 | 15.901<br>6 | 17.200<br>1 | 18.022<br>4 |
| 21 | 12.915<br>3 | 14.219<br>1 | 14.908<br>6 | 15.245<br>6 | 15.431<br>1 | 16.200<br>8 | 17.503<br>7 | 18.325<br>9 |
| 22 | 12.973<br>9 | 14.350<br>7 | 15.043<br>1 | 15.301<br>1 | 15.571<br>5 | 16.200<br>8 | 17.503<br>7 | 18.325<br>9 |
| 23 | 13.032<br>4 | 14.482<br>3 | 15.177<br>7 | 15.377<br>1 | 15.711<br>9 | 16.504<br>4 | 17.807<br>2 | 18.629<br>5 |
| 24 | 13.090<br>9 | 14.613<br>9 | 15.295<br>6 | 15.517<br>4 | 15.852<br>3 | 16.504<br>4 | 17.807<br>2 | 18.629<br>5 |
| 25 | 13.149<br>5 | 14.745<br>6 | 15.305<br>7 | 15.657<br>8 | 15.992<br>8 | 16.807<br>9 | 18.110<br>8 | 18.933<br>1 |
| 26 | 13.208<br>0 | 14.877<br>2 | 15.432<br>1 | 15.798<br>3 | 16.133<br>4 | 16.807<br>9 | 18.110<br>8 | 18.933<br>1 |
| 27 | 13.266<br>6 | 15.008<br>8 | 15.566<br>7 | 15.938<br>7 | 16.276<br>6 | 17.111<br>5 | 18.414<br>4 | 19.236<br>6 |
| 28 | 13.266<br>6 | 15.140<br>4 | 15.701<br>3 | 16.079<br>1 | 16.419<br>8 | 17.111<br>5 | 18.414<br>4 | 19.236<br>6 |
| 29 | 13.266<br>6 | 15.272<br>1 | 15.835<br>9 | 16.221<br>5 | 16.563<br>0 | 17.415<br>1 | 18.717<br>9 | 19.540<br>2 |
| 30 | 13.266<br>6 | 15.272<br>1 | 15.835<br>9 | 16.221<br>5 | 16.563<br>0 | 17.415<br>1 | 18.717<br>9 | 19.540<br>2 |
| 31 | 13.266<br>6 | 15.272<br>1 | 15.835<br>9 | 16.221<br>5 | 16.563<br>0 | 17.718<br>6 | 19.021<br>5 | 19.843<br>8 |

### 1.1.2. : Uurloon met haardtoelage

| ANCIE<br>NNITEI<br>T | LOONSCHAAL  |             |             |             |             |             |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | 1.12        | 1.14        | 1.22        | 1.26        | 1.30        | 1.40        | 1.54        | 1.59        |
| 0                    | 10.880<br>4 | 11.050<br>0 | 11.641<br>0 | 11.863<br>3 | 12.202<br>7 | 12.889<br>6 | 13.903<br>3 | 14.674<br>6 |
| 1                    | 11.741<br>6 | 11.741<br>6 | 12.531<br>5 | 12.753<br>8 | 13.093<br>2 | 13.819<br>9 | 14.798<br>7 | 15.455<br>8 |
| 2                    | 11.800<br>2 | 12.048<br>8 | 12.642<br>6 | 12.870<br>9 | 13.210<br>3 | 13.819<br>9 | 14.798<br>7 | 15.455<br>8 |
| 3                    | 11.858<br>7 | 12.157<br>1 | 12.753<br>8 | 12.988<br>0 | 13.327<br>3 | 13.894<br>0 | 15.021<br>9 | 15.529<br>4 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 4  | 11.917<br>2 | 12.265<br>4 | 12.864<br>9 | 13.105<br>0 | 13.444<br>4 | 13.894<br>0 | 15.021<br>9 | 15.529<br>4 |
| 5  | 11.975<br>8 | 12.373<br>6 | 12.976<br>1 | 13.222<br>1 | 13.561<br>4 | 13.967<br>7 | 15.245<br>3 | 15.752<br>7 |
| 6  | 12.034<br>3 | 12.481<br>9 | 13.087<br>3 | 13.339<br>1 | 13.678<br>5 | 13.967<br>7 | 15.245<br>3 | 15.752<br>7 |
| 7  | 12.092<br>8 | 12.590<br>2 | 13.198<br>4 | 13.456<br>2 | 13.795<br>5 | 14.190<br>9 | 15.445<br>6 | 15.976<br>0 |
| 8  | 12.151<br>4 | 12.698<br>5 | 13.309<br>5 | 13.573<br>2 | 13.884<br>2 | 14.190<br>9 | 15.445<br>6 | 15.976<br>0 |
| 9  | 12.209<br>9 | 12.806<br>7 | 13.420<br>7 | 13.690<br>3 | 13.893<br>0 | 14.414<br>3 | 15.462<br>3 | 16.200<br>9 |
| 10 | 12.570<br>3 | 13.219<br>4 | 13.876<br>4 | 13.902<br>0 | 14.058<br>5 | 14.711<br>9 | 15.690<br>8 | 16.504<br>5 |
| 11 | 12.628<br>8 | 13.351<br>1 | 13.891<br>6 | 13.912<br>5 | 14.325<br>9 | 15.009<br>6 | 15.988<br>5 | 16.808<br>1 |
| 12 | 12.687<br>4 | 13.482<br>7 | 13.901<br>7 | 14.131<br>4 | 14.466<br>3 | 15.009<br>6 | 15.988<br>5 | 16.808<br>1 |
| 13 | 12.745<br>9 | 13.614<br>3 | 13.981<br>2 | 14.271<br>8 | 14.606<br>7 | 15.307<br>3 | 16.289<br>4 | 17.111<br>6 |
| 14 | 12.804<br>5 | 13.746<br>0 | 14.115<br>8 | 14.412<br>2 | 14.747<br>1 | 15.307<br>3 | 16.289<br>4 | 17.111<br>6 |
| 15 | 12.863<br>0 | 13.877<br>6 | 14.250<br>4 | 14.552<br>6 | 14.887<br>5 | 15.455<br>8 | 16.593<br>0 | 17.415<br>2 |
| 16 | 12.921<br>5 | 13.891<br>5 | 14.385<br>0 | 14.693<br>0 | 15.027<br>9 | 15.455<br>8 | 16.593<br>0 | 17.415<br>2 |
| 17 | 12.980<br>1 | 13.901<br>4 | 14.519<br>6 | 14.833<br>4 | 15.168<br>3 | 15.603<br>9 | 16.896<br>5 | 17.718<br>8 |
| 18 | 13.038<br>6 | 13.973<br>6 | 14.654<br>2 | 14.973<br>8 | 15.308<br>7 | 15.603<br>9 | 16.896<br>5 | 17.718<br>8 |
| 19 | 13.097<br>1 | 14.105<br>2 | 14.788<br>8 | 15.114<br>2 | 15.444<br>1 | 15.901<br>6 | 17.200<br>1 | 18.022<br>4 |
| 20 | 13.155<br>7 | 14.236<br>8 | 14.923<br>4 | 15.254<br>6 | 15.454<br>6 | 15.901<br>6 | 17.200<br>1 | 18.022<br>4 |
| 21 | 13.214<br>2 | 14.368<br>5 | 15.058<br>0 | 15.395<br>0 | 15.465<br>1 | 16.200<br>8 | 17.503<br>7 | 18.325<br>9 |
| 22 | 13.272<br>8 | 14.500<br>1 | 15.192<br>5 | 15.450<br>6 | 15.571<br>5 | 16.200<br>8 | 17.503<br>7 | 18.325<br>9 |
| 23 | 13.331<br>3 | 14.631<br>7 | 15.327<br>1 | 15.461<br>2 | 15.711<br>9 | 16.504<br>4 | 17.807<br>2 | 18.629<br>5 |
| 24 | 13.389<br>8 | 14.763<br>3 | 15.445<br>0 | 15.517<br>4 | 15.852<br>3 | 16.504<br>4 | 17.807<br>2 | 18.629<br>5 |
| 25 | 13.448<br>4 | 14.895<br>0 | 15.455<br>1 | 15.657<br>8 | 15.992<br>8 | 16.807<br>9 | 18.110<br>8 | 18.933<br>1 |
| 26 | 13.506<br>9 | 15.026<br>6 | 15.465<br>2 | 15.798<br>3 | 16.133<br>4 | 16.807<br>9 | 18.110<br>8 | 18.933<br>1 |
| 27 | 13.565<br>5 | 15.158<br>2 | 15.566<br>7 | 15.938<br>7 | 16.276<br>6 | 17.111<br>5 | 18.414<br>4 | 19.236<br>6 |
| 28 | 13.565<br>5 | 15.289<br>8 | 15.701<br>3 | 16.079<br>1 | 16.419<br>8 | 17.111<br>5 | 18.414<br>4 | 19.236<br>6 |
| 29 | 13.565<br>5 | 15.421<br>5 | 15.835<br>9 | 16.221<br>5 | 16.563<br>0 | 17.415<br>1 | 18.717<br>9 | 19.540<br>2 |
| 30 | 13.565<br>5 | 15.421<br>5 | 15.835<br>9 | 16.221<br>5 | 16.563<br>0 | 17.415<br>1 | 18.717<br>9 | 19.540<br>2 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 31 | 13.565<br>5 | 15.421<br>5 | 15.835<br>9 | 16.221<br>5 | 16.563<br>0 | 17.718<br>6 | 19.021<br>5 | 19.843<br>8 |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|

## 1.2. : Werknemers die in hoofdzaak hoofdarbeid verrichten

De bestaande jongerenlonen werden vanaf 01/01/2009 afgeschaft. Dit heeft als gevolg dat de CAO 50 van de NAR betreffende de waarborg van een gemiddeld minimum maandinkomen voor werknemers onder de 21 jaar, niet van toepassing is voor de sectorale minimumlonen (de CAO 50 is desgevallend nog van toepassing voor de studenten). NAR-CAO 43 betreffende het gewaarborgd gemiddeld minimummaandinkomen (GGMMI) is wel van kracht.

### 1.2.1. : Administratief personeel

#### 1.2.1.1. : Maandloon met standplaatstoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1.22       | 1.40    | 1.50    | 1.47    | 1.55-1.61-<br>1.77 |
| 0                | 1867.67    | 2073.28 | 1941.09 | 2208.09 | 2297.84            |
| 1                | 2014.31    | 2226.47 | 2100.41 | 2342.80 | 2463.31            |
| 2                | 2032.61    | 2226.47 | 2118.16 | 2342.80 | 2463.31            |
| 3                | 2050.91    | 2238.67 | 2135.90 | 2379.56 | 2519.83            |
| 4                | 2069.22    | 2238.67 | 2153.64 | 2379.56 | 2519.83            |
| 5                | 2087.52    | 2275.40 | 2171.39 | 2428.59 | 2585.77            |
| 6                | 2105.83    | 2275.40 | 2214.28 | 2428.59 | 2585.77            |
| 7                | 2124.12    | 2312.17 | 2238.22 | 2519.07 | 2946.86            |
| 8                | 2142.43    | 2312.17 | 2275.45 | 2519.07 | 2946.86            |
| 9                | 2160.73    | 2348.94 | 2318.34 | 2600.07 | 3021.85            |
| 10               | 2235.76    | 2397.96 | 2410.25 | 2649.09 | 3071.83            |
| 11               | 2238.27    | 2446.98 | 2453.14 | 2736.47 | 3146.82            |
| 12               | 2255.48    | 2446.98 | 2496.04 | 2736.47 | 3146.82            |
| 13               | 2277.64    | 2496.00 | 2519.99 | 2823.96 | 3221.80            |
| 14               | 2299.80    | 2496.00 | 2557.21 | 2823.96 | 3221.80            |
| 15               | 2321.97    | 2520.45 | 2600.10 | 2911.45 | 3296.79            |
| 16               | 2344.13    | 2520.45 | 2642.99 | 2911.45 | 3555.08            |
| 17               | 2366.29    | 2569.44 | 2686.49 | 2998.93 | 3630.07            |
| 18               | 2388.45    | 2569.44 | 2730.23 | 2998.93 | 3630.07            |
| 19               | 2410.61    | 2618.46 | 2773.96 | 3086.42 | 3705.05            |
| 20               | 2432.78    | 2618.46 | 2817.69 | 3086.42 | 3705.05            |
| 21               | 2454.94    | 2667.73 | 2861.43 | 3173.91 | 3780.04            |
| 22               | 2477.10    | 2667.73 | 2905.16 | 3173.91 | 3780.04            |
| 23               | 2499.27    | 2717.72 | 2948.90 | 3261.40 | 3855.03            |
| 24               | 2518.68    | 2717.72 | 2992.63 | 3261.40 | 3855.03            |
| 25               | 2520.34    | 2767.70 | 3036.37 | 3348.89 | 3930.01            |
| 26               | 2541.15    | 2767.70 | 3080.10 | 3348.89 | 3930.01            |
| 27               | 2563.31    | 2817.69 | 3123.84 | 3436.38 | 4005.00            |
| 28               | 2585.48    | 2817.69 | 3167.57 | 3436.38 | 4005.00            |
| 29               | 2607.64    | 2867.68 | 3211.31 | 3523.86 | 4005.00            |
| 30               | 2607.64    | 2867.68 | 3211.31 | 3523.86 | 4005.00            |
| 31               | 2607.64    | 2917.67 | 3211.31 | 3523.86 | 4005.00            |

### 1.2.1.2. : Maandloon met haardtoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1.22       | 1.40    | 1.50    | 1.47    | 1.55-1.61-<br>1.77 |
| 0                | 1916.88    | 2122.49 | 1990.30 | 2257.30 | 2322.45            |
| 1                | 2063.52    | 2281.81 | 2149.62 | 2367.41 | 2487.92            |
| 2                | 2081.82    | 2275.68 | 2167.37 | 2367.41 | 2487.92            |
| 3                | 2100.12    | 2287.88 | 2185.11 | 2404.17 | 2544.44            |
| 4                | 2118.43    | 2287.88 | 2202.85 | 2404.17 | 2544.44            |
| 5                | 2136.73    | 2300.01 | 2220.60 | 2453.20 | 2585.77            |
| 6                | 2155.04    | 2300.01 | 2263.49 | 2453.20 | 2585.77            |
| 7                | 2173.33    | 2336.78 | 2287.43 | 2543.68 | 2946.86            |
| 8                | 2191.64    | 2336.78 | 2300.06 | 2543.68 | 2946.86            |
| 9                | 2209.94    | 2373.55 | 2342.95 | 2600.07 | 3021.85            |
| 10               | 2284.97    | 2422.57 | 2434.86 | 2649.09 | 3071.83            |
| 11               | 2287.48    | 2471.59 | 2477.75 | 2736.47 | 3146.82            |
| 12               | 2289.14    | 2471.59 | 2520.65 | 2736.47 | 3146.82            |
| 13               | 2302.25    | 2520.61 | 2544.59 | 2823.96 | 3221.80            |
| 14               | 2324.41    | 2520.61 | 2557.21 | 2823.96 | 3221.80            |
| 15               | 2346.58    | 2545.05 | 2600.10 | 2911.45 | 3296.79            |
| 16               | 2368.74    | 2545.05 | 2642.99 | 2911.45 | 3555.08            |
| 17               | 2390.90    | 2569.44 | 2686.49 | 2998.93 | 3630.07            |
| 18               | 2413.06    | 2569.44 | 2730.23 | 2998.93 | 3630.07            |
| 19               | 2435.22    | 2618.46 | 2773.96 | 3086.42 | 3705.05            |
| 20               | 2457.39    | 2618.46 | 2817.69 | 3086.42 | 3705.05            |
| 21               | 2479.55    | 2667.73 | 2861.43 | 3173.91 | 3780.04            |
| 22               | 2501.71    | 2667.73 | 2905.16 | 3173.91 | 3780.04            |
| 23               | 2523.88    | 2717.72 | 2948.90 | 3261.40 | 3855.03            |
| 24               | 2543.29    | 2717.72 | 2992.63 | 3261.40 | 3855.03            |
| 25               | 2544.94    | 2767.70 | 3036.37 | 3348.89 | 3930.01            |
| 26               | 2546.61    | 2767.70 | 3080.10 | 3348.89 | 3930.01            |
| 27               | 2563.31    | 2817.69 | 3123.84 | 3436.38 | 4005.00            |
| 28               | 2585.48    | 2817.69 | 3167.57 | 3436.38 | 4005.00            |
| 29               | 2607.64    | 2867.68 | 3211.31 | 3523.86 | 4005.00            |
| 30               | 2607.64    | 2867.68 | 3211.31 | 3523.86 | 4005.00            |
| 31               | 2607.64    | 2917.67 | 3211.31 | 3523.86 | 4005.00            |

### 1.2.2. : Verzorgend en verplegend personeel

#### 1.2.2.1. : Maandloon met standplaatstoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1.35    |
| 0                | 2297.84            | 2146.81   | 2073.28   | 2023.75 |
| 1                | 2463.31            | 2281.52   | 2226.47   | 2170.39 |
| 2                | 2463.31            | 2281.52   | 2226.47   | 2189.67 |
| 3                | 2519.83            | 2318.29   | 2238.67   | 2208.94 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 4  | 2519.83 | 2318.29 | 2238.67 | 2228.21 |
| 5  | 2585.77 | 2367.31 | 2275.40 | 2222.92 |
| 6  | 2585.77 | 2367.31 | 2275.40 | 2242.15 |
| 7  | 2946.86 | 2659.41 | 2544.94 | 2261.43 |
| 8  | 2946.86 | 2659.41 | 2544.94 | 2280.71 |
| 9  | 3021.85 | 2734.39 | 2581.71 | 2299.98 |
| 10 | 3071.83 | 2784.38 | 2630.73 | 2375.61 |
| 11 | 3146.82 | 2859.36 | 2680.24 | 2398.72 |
| 12 | 3146.82 | 2859.36 | 2680.24 | 2421.85 |
| 13 | 3221.80 | 2934.35 | 2730.23 | 2444.96 |
| 14 | 3221.80 | 2934.35 | 2730.23 | 2468.09 |
| 15 | 3296.79 | 3009.34 | 2780.22 | 2491.21 |
| 16 | 3555.08 | 3009.34 | 2780.22 | 2514.33 |
| 17 | 3630.07 | 3084.32 | 2830.21 | 2519.88 |
| 18 | 3630.07 | 3084.32 | 2830.21 | 2535.97 |
| 19 | 3705.05 | 3159.31 | 2880.20 | 2559.09 |
| 20 | 3705.05 | 3159.31 | 2880.20 | 2582.21 |
| 21 | 3780.04 | 3234.29 | 2930.18 | 2605.33 |
| 22 | 3780.04 | 3234.29 | 2930.18 | 2628.45 |
| 23 | 3855.03 | 3309.28 | 2980.17 | 2651.57 |
| 24 | 3855.03 | 3309.28 | 2980.17 | 2675.11 |
| 25 | 3930.01 | 3384.26 | 3030.16 | 2698.68 |
| 26 | 3930.01 | 3384.26 | 3030.16 | 2722.27 |
| 27 | 4005.00 | 3459.25 | 3080.15 | 2745.84 |
| 28 | 4005.00 | 3459.25 | 3080.15 | 2769.43 |
| 29 | 4005.00 | 3459.25 | 3130.14 | 2793.01 |
| 30 | 4005.00 | 3459.25 | 3130.14 | 2793.01 |
| 31 | 4005.00 | 3459.25 | 3180.12 | 2793.01 |

### 1.2.2.2. : Maandloon met haardtoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1.35    |
| 0                | 2322.45            | 2196.02   | 2122.49   | 2072.96 |
| 1                | 2487.92            | 2306.13   | 2275.68   | 2219.60 |
| 2                | 2487.92            | 2306.13   | 2275.68   | 2238.88 |
| 3                | 2544.44            | 2342.90   | 2287.88   | 2258.15 |
| 4                | 2544.44            | 2342.90   | 2287.88   | 2277.42 |
| 5                | 2585.77            | 2391.92   | 2300.01   | 2286.70 |
| 6                | 2585.77            | 2391.92   | 2300.01   | 2288.14 |
| 7                | 2946.86            | 2659.41   | 2546.90   | 2289.59 |
| 8                | 2946.86            | 2659.41   | 2546.90   | 2305.32 |
| 9                | 3021.85            | 2734.39   | 2581.71   | 2324.59 |
| 10               | 3071.83            | 2784.38   | 2630.73   | 2400.22 |
| 11               | 3146.82            | 2859.36   | 2680.24   | 2423.33 |
| 12               | 3146.82            | 2859.36   | 2680.24   | 2446.46 |
| 13               | 3221.80            | 2934.35   | 2730.23   | 2469.57 |
| 14               | 3221.80            | 2934.35   | 2730.23   | 2492.70 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 15 | 3296.79 | 3009.34 | 2780.22 | 2515.82 |
| 16 | 3555.08 | 3009.34 | 2780.22 | 2538.94 |
| 17 | 3630.07 | 3084.32 | 2830.21 | 2544.49 |
| 18 | 3630.07 | 3084.32 | 2830.21 | 2546.22 |
| 19 | 3705.05 | 3159.31 | 2880.20 | 2559.09 |
| 20 | 3705.05 | 3159.31 | 2880.20 | 2582.21 |
| 21 | 3780.04 | 3234.29 | 2930.18 | 2605.33 |
| 22 | 3780.04 | 3234.29 | 2930.18 | 2628.45 |
| 23 | 3855.03 | 3309.28 | 2980.17 | 2651.57 |
| 24 | 3855.03 | 3309.28 | 2980.17 | 2675.11 |
| 25 | 3930.01 | 3384.26 | 3030.16 | 2698.68 |
| 26 | 3930.01 | 3384.26 | 3030.16 | 2722.27 |
| 27 | 4005.00 | 3459.25 | 3080.15 | 2745.84 |
| 28 | 4005.00 | 3459.25 | 3080.15 | 2769.43 |
| 29 | 4005.00 | 3459.25 | 3130.14 | 2793.01 |
| 30 | 4005.00 | 3459.25 | 3130.14 | 2793.01 |
| 31 | 4005.00 | 3459.25 | 3180.12 | 2793.01 |

### 1.2.3. : Paramedisch personeel

#### 1.2.3.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2297.84        |
| 1            | 2463.31        |
| 2            | 2463.31        |
| 3            | 2519.83        |
| 4            | 2519.83        |
| 5            | 2585.77        |
| 6            | 2585.77        |
| 7            | 2946.86        |
| 8            | 2946.86        |
| 9            | 3021.85        |
| 10           | 3071.83        |
| 11           | 3146.82        |
| 12           | 3146.82        |
| 13           | 3221.80        |
| 14           | 3221.80        |
| 15           | 3296.79        |
| 16           | 3555.08        |
| 17           | 3630.07        |
| 18           | 3630.07        |
| 19           | 3705.05        |
| 20           | 3705.05        |
| 21           | 3780.04        |
| 22           | 3780.04        |
| 23           | 3855.03        |
| 24           | 3855.03        |

|    |         |
|----|---------|
| 25 | 3930.01 |
| 26 | 3930.01 |
| 27 | 4005.00 |
| 28 | 4005.00 |
| 29 | 4005.00 |
| 30 | 4005.00 |
| 31 | 4005.00 |

#### **1.2.3.2. : Maandloon met haardtoelage**

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2322.45        |
| 1            | 2487.92        |
| 2            | 2487.92        |
| 3            | 2544.44        |
| 4            | 2544.44        |
| 5            | 2585.77        |
| 6            | 2585.77        |
| 7            | 2946.86        |
| 8            | 2946.86        |
| 9            | 3021.85        |
| 10           | 3071.83        |
| 11           | 3146.82        |
| 12           | 3146.82        |
| 13           | 3221.80        |
| 14           | 3221.80        |
| 15           | 3296.79        |
| 16           | 3555.08        |
| 17           | 3630.07        |
| 18           | 3630.07        |
| 19           | 3705.05        |
| 20           | 3705.05        |
| 21           | 3780.04        |
| 22           | 3780.04        |
| 23           | 3855.03        |
| 24           | 3855.03        |
| 25           | 3930.01        |
| 26           | 3930.01        |
| 27           | 4005.00        |
| 28           | 4005.00        |
| 29           | 4005.00        |
| 30           | 4005.00        |
| 31           | 4005.00        |

#### **1.2.4. : Sociaal, psychologisch en pedagogisch personeel**

##### **1.2.4.1. : Maandloon met standplaatstoelage**

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1.35       | 1.50    | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1.80    |
| 0                | 2023.75    | 1941.09 | 2073.28   | 2297.84            | 2463.31                        | 3061.42 |
| 1                | 2170.39    | 2100.41 | 2226.47   | 2463.31            | 2519.83                        | 3211.41 |
| 2                | 2189.67    | 2118.16 | 2226.47   | 2463.31            | 2519.83                        | 3211.41 |
| 3                | 2208.94    | 2135.90 | 2238.67   | 2519.83            | 2585.77                        | 3345.77 |
| 4                | 2228.21    | 2153.64 | 2238.67   | 2519.83            | 2585.77                        | 3345.77 |
| 5                | 2222.92    | 2171.39 | 2275.40   | 2585.77            | 2946.86                        | 3480.13 |
| 6                | 2242.15    | 2214.28 | 2275.40   | 2585.77            | 2946.86                        | 3480.13 |
| 7                | 2261.43    | 2238.22 | 2544.94   | 2946.86            | 3021.85                        | 3614.48 |
| 8                | 2280.71    | 2275.45 | 2544.94   | 2946.86            | 3071.83                        | 3614.48 |
| 9                | 2299.98    | 2318.34 | 2581.71   | 3021.85            | 3146.82                        | 3748.84 |
| 10               | 2375.61    | 2410.25 | 2630.73   | 3071.83            | 3146.82                        | 3798.83 |
| 11               | 2398.72    | 2453.14 | 2680.24   | 3146.82            | 3221.80                        | 3933.19 |
| 12               | 2421.85    | 2496.04 | 2680.24   | 3146.82            | 3221.80                        | 3933.19 |
| 13               | 2444.96    | 2519.99 | 2730.23   | 3221.80            | 3296.79                        | 4067.54 |
| 14               | 2468.09    | 2557.21 | 2730.23   | 3221.80            | 3555.08                        | 4067.54 |
| 15               | 2491.21    | 2600.10 | 2780.22   | 3296.79            | 3630.07                        | 4201.90 |
| 16               | 2514.33    | 2642.99 | 2780.22   | 3555.08            | 3630.07                        | 4201.90 |
| 17               | 2519.88    | 2686.49 | 2830.21   | 3630.07            | 3705.05                        | 4336.25 |
| 18               | 2535.97    | 2730.23 | 2830.21   | 3630.07            | 3705.05                        | 4336.25 |
| 19               | 2559.09    | 2773.96 | 2880.20   | 3705.05            | 3780.04                        | 4470.61 |
| 20               | 2582.21    | 2817.69 | 2880.20   | 3705.05            | 3780.04                        | 4470.61 |
| 21               | 2605.33    | 2861.43 | 2930.18   | 3780.04            | 3855.03                        | 4604.97 |
| 22               | 2628.45    | 2905.16 | 2930.18   | 3780.04            | 3855.03                        | 4604.97 |
| 23               | 2651.57    | 2948.90 | 2980.17   | 3855.03            | 3930.01                        | 4739.33 |
| 24               | 2675.11    | 2992.63 | 2980.17   | 3855.03            | 3930.01                        | 4739.33 |
| 25               | 2698.68    | 3036.37 | 3030.16   | 3930.01            | 4005.00                        | 4739.33 |
| 26               | 2722.27    | 3080.10 | 3030.16   | 3930.01            | 4005.00                        | 4739.33 |
| 27               | 2745.84    | 3123.84 | 3080.15   | 4005.00            | 4005.00                        | 4739.33 |
| 28               | 2769.43    | 3167.57 | 3080.15   | 4005.00            | 4005.00                        | 4739.33 |
| 29               | 2793.01    | 3211.31 | 3130.14   | 4005.00            | 4005.00                        | 4739.33 |
| 30               | 2793.01    | 3211.31 | 3130.14   | 4005.00            | 4005.00                        | 4739.33 |
| 31               | 2793.01    | 3211.31 | 3180.12   | 4005.00            | 4005.00                        | 4739.33 |

#### 1.2.4.2. : Maandloon met haardtoelage

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1.35       | 1.50    | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1.80    |
| 0                | 2072.96    | 1990.30 | 2122.49   | 2322.45            | 2487.92                        | 3061.42 |
| 1                | 2219.60    | 2149.62 | 2275.68   | 2487.92            | 2544.44                        | 3211.41 |
| 2                | 2238.88    | 2167.37 | 2275.68   | 2487.92            | 2544.44                        | 3211.41 |
| 3                | 2258.15    | 2185.11 | 2287.88   | 2544.44            | 2585.77                        | 3345.77 |
| 4                | 2277.42    | 2202.85 | 2287.88   | 2544.44            | 2585.77                        | 3345.77 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 5  | 2286.70 | 2220.60 | 2300.01 | 2585.77 | 2946.86 | 3480.13 |
| 6  | 2288.14 | 2263.49 | 2300.01 | 2585.77 | 2946.86 | 3480.13 |
| 7  | 2289.59 | 2287.43 | 2546.90 | 2946.86 | 3021.85 | 3614.48 |
| 8  | 2305.32 | 2300.06 | 2546.90 | 2946.86 | 3071.83 | 3614.48 |
| 9  | 2324.59 | 2342.95 | 2581.71 | 3021.85 | 3146.82 | 3748.84 |
| 10 | 2400.22 | 2434.86 | 2630.73 | 3071.83 | 3146.82 | 3798.83 |
| 11 | 2423.33 | 2477.75 | 2680.24 | 3146.82 | 3221.80 | 3933.19 |
| 12 | 2446.46 | 2520.65 | 2680.24 | 3146.82 | 3221.80 | 3933.19 |
| 13 | 2469.57 | 2544.59 | 2730.23 | 3221.80 | 3296.79 | 4067.54 |
| 14 | 2492.70 | 2557.21 | 2730.23 | 3221.80 | 3555.08 | 4067.54 |
| 15 | 2515.82 | 2600.10 | 2780.22 | 3296.79 | 3630.07 | 4201.90 |
| 16 | 2538.94 | 2642.99 | 2780.22 | 3555.08 | 3630.07 | 4201.90 |
| 17 | 2544.49 | 2686.49 | 2830.21 | 3630.07 | 3705.05 | 4336.25 |
| 18 | 2546.22 | 2730.23 | 2830.21 | 3630.07 | 3705.05 | 4336.25 |
| 19 | 2559.09 | 2773.96 | 2880.20 | 3705.05 | 3780.04 | 4470.61 |
| 20 | 2582.21 | 2817.69 | 2880.20 | 3705.05 | 3780.04 | 4470.61 |
| 21 | 2605.33 | 2861.43 | 2930.18 | 3780.04 | 3855.03 | 4604.97 |
| 22 | 2628.45 | 2905.16 | 2930.18 | 3780.04 | 3855.03 | 4604.97 |
| 23 | 2651.57 | 2948.90 | 2980.17 | 3855.03 | 3930.01 | 4739.33 |
| 24 | 2675.11 | 2992.63 | 2980.17 | 3855.03 | 3930.01 | 4739.33 |
| 25 | 2698.68 | 3036.37 | 3030.16 | 3930.01 | 4005.00 | 4739.33 |
| 26 | 2722.27 | 3080.10 | 3030.16 | 3930.01 | 4005.00 | 4739.33 |
| 27 | 2745.84 | 3123.84 | 3080.15 | 4005.00 | 4005.00 | 4739.33 |
| 28 | 2769.43 | 3167.57 | 3080.15 | 4005.00 | 4005.00 | 4739.33 |
| 29 | 2793.01 | 3211.31 | 3130.14 | 4005.00 | 4005.00 | 4739.33 |
| 30 | 2793.01 | 3211.31 | 3130.14 | 4005.00 | 4005.00 | 4739.33 |
| 31 | 2793.01 | 3211.31 | 3180.12 | 4005.00 | 4005.00 | 4739.33 |

## 1.2.5. : Personeel van de technisch-ondersteunende dienst en wetenschappelijk personeel

### 1.2.5.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1.80    |
| 0            | 2073.28    | 2297.84        | 3061.42 |
| 1            | 2226.47    | 2463.31        | 3211.41 |
| 2            | 2226.47    | 2463.31        | 3211.41 |
| 3            | 2238.67    | 2519.83        | 3345.77 |
| 4            | 2238.67    | 2519.83        | 3345.77 |
| 5            | 2275.40    | 2585.77        | 3480.13 |
| 6            | 2275.40    | 2585.77        | 3480.13 |
| 7            | 2544.94    | 2946.86        | 3614.48 |
| 8            | 2544.94    | 2946.86        | 3614.48 |
| 9            | 2581.71    | 3021.85        | 3748.84 |
| 10           | 2630.73    | 3071.83        | 3798.83 |
| 11           | 2680.24    | 3146.82        | 3933.19 |
| 12           | 2680.24    | 3146.82        | 3933.19 |
| 13           | 2730.23    | 3221.80        | 4067.54 |
| 14           | 2730.23    | 3221.80        | 4067.54 |

|    |         |         |         |
|----|---------|---------|---------|
| 15 | 2780.22 | 3296.79 | 4201.90 |
| 16 | 2780.22 | 3555.08 | 4201.90 |
| 17 | 2830.21 | 3630.07 | 4336.25 |
| 18 | 2830.21 | 3630.07 | 4336.25 |
| 19 | 2880.20 | 3705.05 | 4470.61 |
| 20 | 2880.20 | 3705.05 | 4470.61 |
| 21 | 2930.18 | 3780.04 | 4604.97 |
| 22 | 2930.18 | 3780.04 | 4604.97 |
| 23 | 2980.17 | 3855.03 | 4739.33 |
| 24 | 2980.17 | 3855.03 | 4739.33 |
| 25 | 3030.16 | 3930.01 | 4739.33 |
| 26 | 3030.16 | 3930.01 | 4739.33 |
| 27 | 3080.15 | 4005.00 | 4739.33 |
| 28 | 3080.15 | 4005.00 | 4739.33 |
| 29 | 3130.14 | 4005.00 | 4739.33 |
| 30 | 3130.14 | 4005.00 | 4739.33 |
| 31 | 3180.12 | 4005.00 | 4739.33 |

### 1.2.5.2. : Maandloon met haardtoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1.80    |
| 0            | 2122.49    | 2322.45        | 3061.42 |
| 1            | 2275.68    | 2487.92        | 3211.41 |
| 2            | 2275.68    | 2487.92        | 3211.41 |
| 3            | 2287.88    | 2544.44        | 3345.77 |
| 4            | 2287.88    | 2544.44        | 3345.77 |
| 5            | 2300.01    | 2585.77        | 3480.13 |
| 6            | 2300.01    | 2585.77        | 3480.13 |
| 7            | 2546.90    | 2946.86        | 3614.48 |
| 8            | 2546.90    | 2946.86        | 3614.48 |
| 9            | 2581.71    | 3021.85        | 3748.84 |
| 10           | 2630.73    | 3071.83        | 3798.83 |
| 11           | 2680.24    | 3146.82        | 3933.19 |
| 12           | 2680.24    | 3146.82        | 3933.19 |
| 13           | 2730.23    | 3221.80        | 4067.54 |
| 14           | 2730.23    | 3221.80        | 4067.54 |
| 15           | 2780.22    | 3296.79        | 4201.90 |
| 16           | 2780.22    | 3555.08        | 4201.90 |
| 17           | 2830.21    | 3630.07        | 4336.25 |
| 18           | 2830.21    | 3630.07        | 4336.25 |
| 19           | 2880.20    | 3705.05        | 4470.61 |
| 20           | 2880.20    | 3705.05        | 4470.61 |
| 21           | 2930.18    | 3780.04        | 4604.97 |
| 22           | 2930.18    | 3780.04        | 4604.97 |
| 23           | 2980.17    | 3855.03        | 4739.33 |
| 24           | 2980.17    | 3855.03        | 4739.33 |
| 25           | 3030.16    | 3930.01        | 4739.33 |

|    |         |         |         |
|----|---------|---------|---------|
| 26 | 3030.16 | 3930.01 | 4739.33 |
| 27 | 3080.15 | 4005.00 | 4739.33 |
| 28 | 3080.15 | 4005.00 | 4739.33 |
| 29 | 3130.14 | 4005.00 | 4739.33 |
| 30 | 3130.14 | 4005.00 | 4739.33 |
| 31 | 3180.12 | 4005.00 | 4739.33 |

### 1.2.6. : Zorgkundigen

Het bestaande barema 1.35 wordt op uniforme wijze toegekend aan alle werknemers die beschikken over een definitieve registratie als zorgkundige (of, in voorkomend geval, beschikken over een voorlopige registratie als zorgkundige), zoals bepaald door het Koninklijk Besluit van 12 januari 2006 tot vaststelling van de verpleegkundige activiteiten die de zorgkundigen mogen uitvoeren en de voorwaarden waaronder de zorgkundigen deze handelingen mogen stellen, en door het Koninklijk Besluit van 12 januari 2006 tot vaststelling van de nadere regels om geregistreerd te worden als zorgkundige of in voorkomend geval, beschikken over een voorlopige registratie als zorgkundige, en die effectief de functie van zorgkundige uitoefenen zoals omschreven in de hogervermelde koninklijke besluiten.

#### 1.2.6.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | 1.35    |
|--------------|---------|
| 0            | 2023.75 |
| 1            | 2170.39 |
| 2            | 2189.67 |
| 3            | 2208.94 |
| 4            | 2228.21 |
| 5            | 2222.92 |
| 6            | 2242.15 |
| 7            | 2261.43 |
| 8            | 2280.71 |
| 9            | 2299.98 |
| 10           | 2375.61 |
| 11           | 2398.72 |
| 12           | 2421.85 |
| 13           | 2444.96 |
| 14           | 2468.09 |
| 15           | 2491.21 |
| 16           | 2514.33 |
| 17           | 2519.88 |
| 18           | 2535.97 |
| 19           | 2559.09 |
| 20           | 2582.21 |
| 21           | 2605.33 |
| 22           | 2628.45 |
| 23           | 2651.57 |
| 24           | 2675.11 |
| 25           | 2698.68 |
| 26           | 2722.27 |
| 27           | 2745.84 |

|    |         |
|----|---------|
| 28 | 2769.43 |
| 29 | 2793.01 |
| 30 | 2793.01 |
| 31 | 2793.01 |

#### 1.2.6.2. : Maandloon met haardtoelage

| ANCIENNITEIT | 1.35    |
|--------------|---------|
| 0            | 2072.96 |
| 1            | 2219.60 |
| 2            | 2238.88 |
| 3            | 2258.15 |
| 4            | 2277.42 |
| 5            | 2286.70 |
| 6            | 2288.14 |
| 7            | 2289.59 |
| 8            | 2305.32 |
| 9            | 2324.59 |
| 10           | 2400.22 |
| 11           | 2423.33 |
| 12           | 2446.46 |
| 13           | 2469.57 |
| 14           | 2492.70 |
| 15           | 2515.82 |
| 16           | 2538.94 |
| 17           | 2544.49 |
| 18           | 2546.22 |
| 19           | 2559.09 |
| 20           | 2582.21 |
| 21           | 2605.33 |
| 22           | 2628.45 |
| 23           | 2651.57 |
| 24           | 2675.11 |
| 25           | 2698.68 |
| 26           | 2722.27 |
| 27           | 2745.84 |
| 28           | 2769.43 |
| 29           | 2793.01 |
| 30           | 2793.01 |
| 31           | 2793.01 |

#### 1.3. : Gewaarborgd minimumloon

Voor het bediendenpersoneel dat met onvolledige dienstbetrekking is tewerkgesteld, wordt het gewaarborgd minimum maandloon berekend naar rato van de duur van de maandselijkse arbeidsprestaties.

##### 1.3.1. LEEFTIJD: Eenentwintig jaar of ouder

| SOORT PERSONEEL                                                                            |           |
|--------------------------------------------------------------------------------------------|-----------|
| Werkliedenpersoneel van eenentwintig jaar of ouder                                         | 10.6803   |
| Bediendenpersoneel van eenentwintig jaar of ouder dat volledige arbeidsprestaties verricht | 1758.6900 |

### 1.3.2. LEEFTIJD: Minder dan eenentwintig jaar

Percentages van het gewaarborgd minimumloon bepaald in tabel 1.3.1.

| LEEFTIJD          |     |
|-------------------|-----|
| 20 jaar           | 95% |
| 19 jaar           | 90% |
| 18 jaar           | 85% |
| 17 jaar           | 80% |
| 16 jaar en jonger | 75% |